

Duncan Jacobs

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SUMMARY

Experienced HR Manager with 5+ years focusing on Healthcare. Known for delivery.

EXPERIENCE

People Operations Manager — Goldner - Monahan (2022 - 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Led recruitment for 115 roles across EMEA/US, reducing time-to-hire by 22%.

Talent Acquisition Manager — Ruecker LLC (2018 - 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 10%.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Business Partner — Nicolas, Wiza and West (2023 - 2023)

- Led recruitment for 197 roles across EMEA/US, reducing time-to-hire by 35%.
- Managed complex employee relations issues and maintained compliance with local employment law.

SKILLS

Talent

Onboarding • Employer Branding

Operations

HRIS (Workday/BambooHR)

People Practices

Succession Planning

Compliance

Employment Law • Diversity & Inclusion • GDPR • Workplace Investigations

ACADEMIC BACKGROUND

B.A. Business Administration, Kshlerin, Bartoletti and Denesik University (2021)